



Baltimore Police Department CHIEF, DATA AND TECHNOLOGY

The Baltimore Police Department is conducting a national search for a driven, dynamic, and forward thinking leader to be the Chief of Data and Technology. The Chief will ensure that the Baltimore Police Department's information technology infrastructure has the capacity to support the department's key priorities and protect the public safety of all Baltimore residents.

BALTIMORE BACKGROUND

The City of Baltimore is the largest city in Maryland, with a population of 621,849. The city is located on a harbor that leads to the Chesapeake Bay and it encompasses 80 square miles. Baltimore is a "city of neighborhoods" because of its more than 280 distinctive residential areas. The city boasts a revitalized downtown and is home to 13 colleges and universities, including Johns Hopkins University, Morgan State University, and the University of Maryland Baltimore. A historic and culturally rich city, Baltimore is the birthplace of the national anthem, Billie Holiday, and Upton Sinclair. The city has an artistic heart: it is home to the largest collection of Matisse masterpieces in the world, has the most public monuments per capita of any U.S. city, and is the muse to artists as diverse as John Waters, Dan Deacon, and David Simon.

CITY GOVERNANCE STRUCTURE

Baltimore is an independent city, separate from surrounding Baltimore County. The Mayor is elected at-large for a four-year term, and is head of the executive branch. Baltimore's legislative body, the City Council, is comprised of 15 Council members. The Council President is elected at-large, while the other 14 Council members represent specific districts. All Council members are elected to serve four-year terms.

THE BALTIMORE POLICE DEPARTMENT

The Baltimore Police Department has over 3000 employees and has operated as the primary law enforcement agency for the City of Baltimore since 1784. The Police Commissioner, appointed by the Mayor for a term of years, is the chief executive of the department.

The BPD recently underwent a comprehensive civil rights, pattern and practice investigation by the United States Department of Justice. As a result of this investigation, the BPD and the DOJ have negotiated a consent decree. The consent decree will require the BPD to continue the rapid implementation of process improvements over the next several years. The BPD's technology infrastructure will be the focus of significant review and improvement.

RESPONSIBILITIES

The Chief of Data and Technology, a Senior-level position responsible for strategy and leadership of the Baltimore Police Department's data enterprise, will report to the Deputy Police Commissioner, Strategic Services Bureau, and will oversee the entire BPD technology portfolio. The technology portfolio includes department wide infrastructure and policy. Currently the BPD has multiple IT systems for records management, case management, crime reporting, human resources, and performance management. The Chief of Data and Technology would be responsible for maintaining these systems, ensuring systems are interoperable, and architecting a technology roadmap for the BPD.

REQUIRED KNOWLEDGE, SKILLS, AND ABILITIES

The ideal candidate will be a confident, innovative, and decisive leader with strong professional presence, and an inspiring demeanor who can develop and sustain a highly functional technology approach. This includes:

- Previous experience in managing enterprise technology implementations;
- Extensive knowledge of management in a large, complex urban environment;
- Knowledge of federal, state, and municipal technology innovations;
- Experience with agile technology methodologies and development approaches
- Knowledge of government procurement rules and process;
- Proven ability to establish and maintain effective working relationships with public officials, public/private/nonprofit agencies, and the general public;
- Commitment to diversity, equity, and excellence;
- Ability to empower, develop, mentor, and motivate;
- Excellent communication skills;
- Political savvy and sensitivity to the interests of a wide-range of stakeholder groups, strategic partners, elected officials, and administrative colleagues;
- Ability to communicate with internal and external stakeholders to garner buy-in and understanding of new technology projects and implementations;
- Experience developing and facilitating change management plans for new technology systems and programs for medium to large organizations;
- Continuously evaluate and provide advice and direction on mechanisms for BPD to be transparent with internal and external stakeholders regarding data and new technology; and
- Proficient in management of streamlined data systems which align with organizational priorities and prevent/eliminate duplication and redundancy.

REQUIRED EDUCATION AND EXPERIENCE

- Bachelor's degree from an accredited college or university. A graduate degree is highly desirable.
- Five years of responsible management experience in the government technology field.
- Any combination of education and experience that is equivalent to the above minimum qualifications will be considered.

COMPENSATION

This career opportunity offers a comprehensive benefits package with a salary range of **\$92,400 - \$152,400**, commensurate with education and experience. Individuals under final consideration for appointment will be required to successfully complete the Baltimore Police Department background process.

Qualified candidates should submit a letter of interest and resume along with a salary history to bpdresumes@baltimorepolice.org no later than April 7, 2017.

In compliance with Article 16-10 (d) of the Public Local Laws for Baltimore City, appointments to exempt positions with the Baltimore Police Department serve at the pleasure of the Police Commissioner.

The Baltimore Police Department is an Equal Employment Opportunity Employer

www.baltimorepolice.org

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